

EXHIBIT A

CEMENT MASONS' UNION LOCAL NO. 502

"Unified Strength Since 1914"

OPERATIVE PLASTERERS' AND CEMENT MASONS' INTERNATIONAL ASSOCIATION
OF THE UNITED STATES AND CANADA

739 SOUTH 25th AVENUE - BELLWOOD, ILLINOIS 60104

PHONE: 708-544-9100 + FAX: 708-544-0232

CONTRACTORS APPLICATION

Regarding the Employment of the Members of the Cement Masons' Union Local No. 502

Date 9/5/16

Name of Business (Please Print) Hooks AV LLC

Name of Owner (Please Print) Sherman L. Neal

Address/State/Zip 12249 Rhea Drive, Unit 2 Plainfield, IL 60585

Telephone 630.839.9429

Business

Residential

Business

Residential

Experience and length of time in the Cement Construction work, either as an employer or employee:

Company 60 years; personal 4 years

Name and address of Bank and Bank references:

Bank of America
12612 St Rte 59
Plainfield, IL 60585

Social Security Number of your Business 81-2609225

State of Illinois Unemployment Account Number

Copy of Workmen's Compensation Insurance Policy or a Certificate of Insurance certifying the existence of the same guaranteeing:

Said Bond shall be in the amount of **Twenty-five Thousand (\$25,000.00) Dollars if you employ 10 men or less**
Fifty Thousand (\$50,000.00) Dollars if you employ more than 10 men.

All the above requirements must be met before work is performed.

- (1) The payment of all wages to employees.
- (2) Payments of the Welfare Fund as required of all Contractors under the Agreement and Declaration of Trust dated August 1, 1950, entered into between this Union and various Associations named herein.
- (3) Payments to the Pension Fund as required of all Contractors under the Agreement and Declaration of Trust dated October 1, 1955, entered into between this Union and the various Associations named herein.

In Consideration of the approval of such application, the contractor or employer shall comply with all the rules, requirements, Constitution and By-laws of this Local Union.

Further, it is understood and agreed that upon approval of this application by this Local Union the undersigned Employer or Contractor shall be fully bound to all the terms and conditions of the Memorandum of Agreement printed on the reverse side hereof and expressly made a part of this Agreement.

The Executive Board will pass upon all applications within thirty (30) days from the date of presentation. The ruling of the Executive Board shall be final and binding.

Remarks:

Charlie Richards
John J. Richards Jr.

Approved
Disapproved

X *[Signature]*
Contractor

EXECUTIVE BOARD

[Signature]
James J. Richard Jr.
Dominic [Signature]
[Signature]
[Signature]

NORTHERN ILLINOIS DISTRICT COUNCIL OF THE OPERATIVE PLASTERERS
& CEMENT MASONS INTERNATIONAL ASSOCIATION

MEMORANDUM OF AGREEMENT

This Agreement is entered into by and between Cement Masons and Plasterers Local Nos. 5, 11, and 502, affiliated with the Northern Illinois District Council of the Operative Plasterers and Cement Masons International Association, AFL-CIO (collectively referred to as the "Union") and;

Hooks AV LLC

(Referred to as the "Employer")

WHEREAS, the Employer has entered into various collective bargaining agreements with the Northern Illinois District Council of the Operative Plasterers and Cement Masons International Association of the United States and Canada covering geographical areas including, the counties of, in their entirety, in the state of Illinois, Lee, Whiteside, Ogle, Carroll, JoDavies, Stephenson, McHenry, Kane, Kendall, DeKalb, Lake, Grundy, Will, Winnebago, Boone, LaSalle, Bureau, Putnam, DuPage, Cook, Kankakee, and Iroquois, and the counties of, in their entirety, in the state of Iowa, DuBuque, Delaware, Alamakee, Jackson, Clayton, and the eastern half of Jones.

THEREFORE, it is hereby AGREED as follows:

1. The Employer recognizes the Union as the exclusive majority representative of all employees covered by this Agreement in the bargaining unit set forth in this agreement pursuant to section 9(a) of the Labor-Management Relations Act. This majority status has been established by the Union's unequivocal demand for recognition as majority representative, the Employers unequivocal granting recognition of the Union's majority 9(a) status based on the union having shown or having offered to show an evidentiary basis of the Unions majority support. Section 9(a) status may have resulted based on a National Labor Relations Board certification that the Union is a majority representative of the bargaining unit covered by this agreement.
2. The Employer agrees to be bound to all Master Collective Bargaining Agreements between the Union and the various Employer Associations in the geographical jurisdiction of the Union, and hereby incorporated herein with the same force and effects as if herein setforth in full, with respect to wages, hours of work, and fringe benefits, and all other terms and conditions of employment for all afore said Cement Mason, Plasterer, and Shop Hand employees who are, have been, or will become employed by the employer. The employer affirms the collective bargaining agreements between the union and the associations as applicable to it with all amendments thereto. The terms of this agreement shall control in the event of a conflict with the Associations agreements.
3. The Employer agrees to pay the amounts which it is obligated to pay under the aforementioned Master Collective Bargaining Agreements to the Welfare, Defined Benefit and Defined Contribution Pension Plans and all other fringe benefit funds named therein to become bound by and to be considered a party to the Trust Agreements upon which the funds are based; and acknowledges and agrees to be bound to by any and all separate agreements with the Trustees of the various funds, or any Agreements with the officials of the union, as if it has a signed the original copies of the Trust instruments and any amendments thereto. The Employer ratifies and confirms the appointment of all of the Employer Trustees who shall, together with their Successor Trustees, designated in the manner provided in said Agreements and Declarations of Trust and jointly with an equal number of Trustees appointed by the Union, carry out the terms and conditions of the Trust Agreements.

4. The Employer further affirms and represents that all prior contributions to the various funds were made by duly authorized agents of the Employer at the proper rates for the appropriate periods of time; and that by making said prior contributions, the Employer evidenced the intent to be bound by the terms of the Trust Agreements and Collective Bargaining Agreements which were operative at the time the contributions were made; acknowledges the report form to be sufficient instrument in writing to bind the Employer to the applicable agreements. The Employer further agrees that the Trustees may, at any time have an audit made of the payroll records of the Employer in connection with said contributions and/or reports. Where an audit discloses a difference between hours actually worked by an employee and hours reported to the Funds by the Employer and where such audit discloses any willful violation of any of the requirements of the Trust Agreements, the officers and directors of the Employer, if a corporation, or the owner or partners of the Employer, as applicable, shall be personally liable for any underpayment or other pecuniary loss to the Fund as a result of such conduct.

5. Employers covered by this Memorandum of Agreement shall retain all the work traditionally performed by Cement Masons, Plasterers and Shop Hands. The Employer agrees that it will not cause any such traditionally performed work to be done at a construction site by employees other than those covered by this Memorandum of Agreement, except with the prior written consent of the Union. Any Employer who contracts out or sublets any part of the work coming within the jurisdiction of the Union shall act as guarantor of each subcontractor for payment of employees wages and fringe benefits, including reasonable attorneys fees incurred in enforcing the provisions hereof. Notwithstanding any agreement to the contrary the Employers violation of any provision of the paragraph will give the Union the right to take any lawful action, including all remedies at law or equity.

6. In the event of any changes in ownership, management or operation of the Employer's business, by sale or otherwise, it is agreed that as a condition of such transfer or change it shall be provided in the instrument effecting the change that the new owner and management shall be fully bound by the terms and conditions of this Agreement. This Agreement is applicable to all successors, transferors, and assigns of the Employer, whether corporate or otherwise.

7. The individual signing this Agreement agrees to be personally, jointly and severally liable with the Employer for any failure to pay wages or contributions, or to accurately report hours to the fringe benefit funds as required by this Agreement.

8. This document is the complete written agreement between the parties and can only be amended in writing by the parties. No other oral representation shall be binding on either party, nor shall any party rely upon such oral statements that vary the terms of the written Agreement.

9. The Employer and the Union agree that the territorial jurisdiction of the Union shall be covered by all Master Agreements between the Union and the various contractor associations as follows:

- a. Cement Masons Local Union 502 shall have jurisdiction over Chicago and the county of Cook in the state of Illinois.
- b. Plasterers Area 5 shall have jurisdiction over the counties of Cook, DuPage, Dekalb, Grundy, Kane, Kendall, LaSalle, Livingston, McHenry, and Will Counties in their entirety in the state of Illinois.
- c. Cement Masons and Plasterers local 11, Area 587 shall have jurisdiction over the counties of Lee, Whiteside, Ogle, Carroll, Jo Davies, Stephenson in their entirety in the state of Illinois. The counties of DuBuque, Delaware, Alamakee, Jackson, Clayton, Jones n their entirety in the state of Iowa.
- d. Cement Masons and Plasterers Local 11 Area 638 shall have jurisdiction over the counties of McHenry, Kane, Kendall and DeKalb in their entirety in the state of Illinois.
- e. Cement Masons and Plasterers Local 11, Area 362 shall have jurisdiction over the county of Lake in its entirety in the state of Illinois.
- f. Cement Masons and Plasterers Local 11 Area 161 shall have jurisdiction over the counties of Grundy and Will in their entirety in the state of Illinois.

- g. Cement Masons and Plasterers Local 11 Area 382 shall have jurisdiction over the counties of Winnebago and Boone in their entirety in the state of Illinois.
- h. Cement Masons and Plasterers Local 11 Area 297/858 shall have jurisdiction over the counties of LaSalle, Bureau, and Putnam in their entirety in the state of Illinois.
- j. Cement Masons and Plasterers Local 11 Area 37 shall have jurisdiction over the counties of Kankakee and Iroquois in their entirety in the state of Illinois.

10. The parties do hereby adopt the latest Master Agreements, and all approved amendments thereto and any future Master Agreements and Amendments thereto between the Union and the various Employer Associations or any successor association (s), signatory with Local Unions 5, 11, and 502 of the Northern District Council of Plasterers and Cement Masons International Association of the United States and Canada. The parties do hereby adopt the terms and conditions of any and all Trust Fund Agreements, accepting and ratifying the appointment of the Employer Trustees and their successors and Agree to be bound by all terms and conditions thereof for the duration of such Collective Bargaining Agreement and any future Agreements and for the period of any subsequent extensions including any amendments which may be subsequently made.

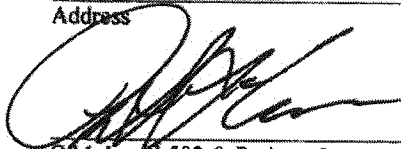
- 11. Either party desiring to amend or terminate the Collective Bargaining Agreements adopted in this Memorandum of Agreement must notify the other in writing at least sixty (60) days and not more than ninety (90) days prior to the expiration of the Collective Bargaining Agreement (s) which it seeks to amend or terminate.

IN WITNESS WHEREOF, the parties have executed this Memorandum of Agreement

this 5 day of SEPTEMBER, 20 16.


Hooks AV LLC
Employer/Company Name

12249 Rhea Dr Unit 2 Plainfield, IL 60585
Address


C.M. Local 502 & P. Area 5

 President
Signature/Title

630.839.9429
Phone


C.M. & P. Local Union No. 11

MEMORANDUM OF AGREEMENT


WHEREAS, the Northern Illinois District Council of the Operative Plasterers" and Cement Masons' International Association, consisting of Local Unions No. 502, 5, 363, 638, and 161, have agreed to a reciprocity agreement in which wages, fringe benefits and dues structure shall be paid pursuant to the wage and benefit structures of the home local.

WHREAS, the Employer acknowledges his Collective Bargaining Agreement with various locals and wishes to participate in this reciprocity agreement in order to have a uniformity of reporting wages and benefits for its members in all areas worked within the District Council, it is hereby agreed that the employer will comply with the terms of the Collective Bargaining Agreement.

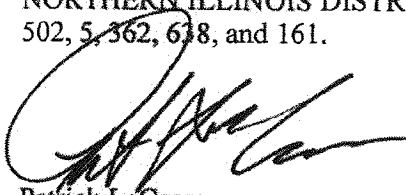
WHEREAS, the Employer agrees that all other terms of the Collective Bargaining Agreement of the Local Union in which work is performed shall be complied with, it is therefore agreed that the signatory Employer may pay wages pursuant to the terms of the employee member's home local and to pay fringe benefits directly to the home local acknowledging the terms of the home local of the employee and that any check-off system shall be of the rate of the home local.

IN WITNESS WHEREOF, and in consideration of the mutual promises of the parties hereto, and other good and valuable consideration, this Agreement was entered into this

5 day of September, 2016

By: 
Hooks AV LLC Sherman L. Neal
Employer

NORTHERN ILLINOIS DISTRICT COUNCIL OF OPCMIA, consisting of Local Unions Nos. 502, 5, 362, 638, and 161.


Patrick LaCassa
President